

STAKEHOLDER CONNECTIONS

A BIENNIAL NEWSLETTER FROM THE
WISCONSIN DEPARTMENT OF CORRECTIONS



FALL 2022

GOVERNOR'S MESSAGE



HELLO WISCONSINITES,

Greetings! It is my pleasure to introduce the Wisconsin Department of Corrections 2022 Fall Stakeholder Newsletter. I want to start by thanking Secretary Kevin Carr and all the great folks working at the Department for their continued service. They remain responsive and flexible to the needs of our state and dedicated to the safety of our communities.

As governor, I spend a lot of my time traveling across our state to hear from Wisconsinites on the issues most important to them and how they believe we can make our state an even better place to live, work, and raise a family. My administration, including the Wisconsin Department of Corrections, continues to work each and every day to ensure the work we do on behalf of the people

of Wisconsin aligns with our shared values and keeps our communities safe. This newsletter showcases many of the efforts being done by the Department to make improvements in our state's adult and youth correctional facilities, as well as in our communities.

From purchasing a location in Milwaukee for a new Type 1 youth facility, supporting Camp Reunite—a program strengthening the bond between children and their incarcerated parent, to helping hundreds of folks in the Department's care graduate from treatment and/or programming, we continue to work diligently to help provide second chances while prioritizing the safety of every Wisconsin community.

This newsletter also outlines ongoing goals and projects in at the Department. Reading through these, I am hopeful about our state's future, and I think you will be, too.

Thank you,

TONY EVERS, STATE OF WISCONSIN GOVERNOR

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SECRETARY'S MESSAGE

**STAKEHOLDERS AND COLLEAGUES,**

As the Secretary of the Department of Corrections, I am excited to share our most recent Stakeholder Newsletter with you all. In this 2022 Fall Newsletter, we will once again showcase some of our most recent accomplishments and ongoing efforts.

We continue to promote transparency and enhance community trust, while expanding opportunities and resources for our employees and those in our care. A few examples of our recent accomplishments include:

Purchased a location for a new Type 1 youth facility in Milwaukee. The site was approved by the City of Milwaukee Common Council and will replace the existing Lincoln Hills Boys School; finalized DOC's first official Brand Guide; increased our recruitment and retention efforts statewide; created a new Sex Offender Registrant Portal, streamlining

and improving the registration process for community registrants and working to enhance safety in the community; hosted Camp Reunite at two sites (Taycheedah Correctional Institution (TCI) hosted 22 mothers and 31 children and Kettle Moraine Correctional Institution (KMCI) hosted its first in-person camp with 17 dads and 29 children.)

Over the next several months, our agency will be working on a number of other important initiatives. We are excited to share their status in our next newsletter. Some of the things we are working on include:

Finalizing a Friends and Family Resource Guide to assist the public in navigating information and resources related to our agency; implementing new strategies to keep employees and PIOC safe by reducing contraband entering into facilities; seeking out opportunities to combat the opioid epidemic through initiatives like Medication Assisted Treatment (MAT), Naloxone Boxes, Prescription Drug Monitoring Program, opiate history flag, fentanyl education and naloxone distribution; introducing a new Behavior Motivation System in our Division of Juvenile Corrections; developing a system that allows for the sharing of specific case planning information with identified community providers.

I hope you find this fall edition of our Stakeholder Newsletter useful. As always, I appreciate your attention and willingness to learn more about our work. I invite you to share your feedback and suggestions by contacting DOCGeneral@wisconsin.gov.

Thank you.

KEVIN CARR, WISCONSIN DOC SECRETARY

OFFICE OF THE SECRETARY

OFFICE OF PUBLIC AFFAIRS (OPA)

OPA is responsible for DOC’s strategic communication. OPA assists in keeping the public informed of relevant agency activities and serves as the main point of contact for stakeholders and the media.

Accomplishments

- Hired a Constituent and Stakeholder Engagement Specialist
- Hosted a staff town hall focusing on employee wellness and services
- Hosted annual “Secretary’s Awards” recognizing staff excellence

Goals and Ongoing Initiatives

- Creating a friends and family resource guide to better assist individuals with a loved one who is incarcerated
- Strengthening social media presence to aid in our connection with stakeholders:
 - 234% increase in Facebook followers since March 2020
 - 15% increase in Twitter followers since December 2021
 - 48% increase in LinkedIn followers since September 2021

RESEARCH AND POLICY UNIT

The Research and Policy Unit leads the Department’s research and evaluation efforts by working with cross-divisional data analysts to report on client population statistics, developing standards for data measurement and reporting, conducting research on recidivism and other key performance indicators and creating interactive dashboards to make data more easily accessible to the public.

Accomplishments

- Presented data analyses during the Institutional Corrections Research Network/National Corrections Reporting Program Data Providers Webinar series
- Finalized historical community corrections client population data sets
- Assisted in facilitation and analysis of department-wide Staff Climate and Engagement Survey

Goals and Ongoing Initiatives

- Building reports and dashboards displaying historical trends in the community corrections population over time, using client population data sets

PRISON RAPE ELIMINATION ACT OFFICE (PREA)

The PREA Office is charged with leading the agency’s efforts to prevent, detect and respond to sexual abuse and sexual harassment in confinement. PREA investigates all allegations of sexual abuse and sexual harassment of persons in our care and youth, past and present.

OFFICE OF THE SECRETARY

Accomplishments

- Partnered with UnityPoint Health – Meriter to strengthen first response and forensic medical examination services
- Trained three new groups of investigators in the southwestern, northern, and central parts of Wisconsin
- Audited nine WI DOC facilities and eight adult facilities in CA and WA in accordance with Department of Justice standards
- PREA Director elected chair of National PREA Coordinators Working Group

Goals and Ongoing Initiatives

- Continuing compliance monitoring and auditing of WI correctional facilities
- Facilitating trainings for agency staff and external stakeholders
- Enhancing automated investigation tracking system

OFFICE OF VICTIM SERVICES AND PROGRAMS (OVSP)

The Research and Policy Unit leads the Department's research and evaluation efforts by working with cross-divisional data analysts to report on client population statistics, developing standards for data measurement and reporting, conducting research on recidivism and other key performance indicators and creating interactive dashboards to make data more easily accessible to the public.

Accomplishments

- Partnered with Marsy's Law Wisconsin, Wisconsin Department of Justice's Office of Crime Victim Services and other victim service providers to host the Inaugural Crime Victims' Rights Virtual Conference in April 2022.
- Debuted an upgraded virtual platform for the VINE (Victim Information & Notification Everyday) County Jails statewide notification system. Victims can log onto the system to find information on the status of offenders in Wisconsin County Jails.
- Began offering WI VINE County Jail brochures and general brochures in English, Spanish and Hmong
- Served 8,903 unique victims of crime and sent out 26,476 notifications to victims from October 2021 – June 2022

Goals and Ongoing Initiatives

- Training in victim-centered Victim Offender Dialogue facilitation to allow victims of crime who choose to initiate contact with their offender, safe opportunities to express the grief, trauma, and devastation they have experienced

OFFICE OF DETENTION FACILITIES (ODF)

The DOC has statutory responsibility for the regulation and oversight of local detention facilities, including county jails, houses of correction, secure juvenile detention centers, unlocked Huber facilities, and municipal lockups. Through ODF, the DOC establishes reasonable standards for the design, construction, repair, maintenance, operation and management of these facilities. Regionally located staff conduct annual inspections of each facility, provide technical assistance to local jurisdictions, training to jail staff, and coordinate a variety of efforts to assist sheriffs, administrators, police chiefs and other local officials in the operation and management of their facilities.

Accomplishments

- Hosted a statewide juvenile detention superintendents conference in May following a two-year absence due to COVID
- Approved the Statement of Scope for the revision of administrative rule, Chapter DOC 346, Secure Detention for Juveniles. A public hearing was held to commence work on revisions

Goals and Ongoing Initiatives

- Collecting information from county jails for the Department of Justice's federal compliance monitoring of the Juvenile Justice and Delinquency Prevention Act
- Hosting a one-day training for police department municipal lockup chiefs and administrators at the Milwaukee County Sheriff's Office Training Academy in September

INTERNAL AFFAIRS OFFICE (IAO)

IAO is charged with conducting fair, impartial and thorough administrative investigations into allegations of misconduct so DOC can provide swift accountability for those who deserve it and quick relief for those who are found to be innocent. IAO investigates all allegations of serious staff misconduct, all allegations of supervisory misconduct and others as assigned. In addition to investigations, IAO also processes all appeals to the Office of the Secretary from PIOC complaints.

Accomplishments

- Expanded case types investigated, adding investigations on all allegations of staff violations of harassment and discrimination and fraternization, in addition to investigating all allegations of serious staff misconduct, supervisory misconduct, all staff sexual abuse and sexual harassment

REENTRY UNIT

The Reentry Unit's ultimate goal is crime reduction, fewer victims, reduced state and local criminal justice costs and most importantly, safer families and communities.

Accomplishments

- Trinity International University hosted the second commencement ceremony for its four-year baccalaureate degree program at Waupun Correctional Institution in collaboration with the Wisconsin Inmate Education Association (WIEA)
 - Ten men received a Bachelor of Arts degree in Biblical Studies and a minor in Psychology
- Implemented Windows to Work program at three maximum-security institutions (Columbia Correctional Institution, Waupun Correctional Institution and Wisconsin Secure Program Facility)
- In collaboration with the University of Cincinnati Corrections Institute (UCCI), 10 correctional practices trainings were conducted for DAI, DCC and community partners
- After pausing due to the pandemic, Correctional Program Checklist evaluations resumed for contracted programs and six new DOC evaluators were certified by UCCI
- Developed a successful training pilot for the new case plan functionality in COMPAS, DOC's Correctional Offender Management Profiling for Alternative Sanctions tool
- 56 students completed a short-term Career Technical Education Academy and 40 students completed a short-term training program in a DOC mobile training lab

Goals and Ongoing Initiatives

- Creating a pilot for a domestic violence screening tool, helping to develop domestic violence/intimate partner violence program standards
- Providing pre-release employment services at 10 institutions and 1 mobile job center
- Partnering with the Bay Area Workforce Development Board (WDB) and Southeastern WDB through the Adult Reentry and Employment Strategies Grant to deliver evidence-based practices for community-providers
- Improving collaboration among the reentry population through the development of Wisconsin Reentry Access for Providers, an information sharing application for returning citizens, community providers and DCC Agents
- Modifying pre-release modules for those releasing to our communities
- Implementation for the new case plan functionality in COMPAS will begin in September 2022

BUREAU OF HUMAN RESOURCES (BHR)

The Bureau of Human Resources (BHR) is responsible for all HR Services at the Department of Corrections. The functional areas managed by BHR include: classification, compensation, recruitment/staffing, payroll/benefits, employment relations, harassment/discrimination complaints, medical leave management and other employee services. The team of professionals is spread throughout the state with a portion in central office and the balance in small field offices located in every adult institution and at Lincoln Hills/Copper Lakes Schools.

Accomplishments

- While BHR is responsible for all aspects of HR, the recruitment and retention efforts to help fill vacancies are highlighted below:
- Contracted with AllOver Media, to place recruitment ads over gas pumps at 14 convenience stores in the Fox River Valley
- Contracted with AllOver Media to place recruitment ads over gas pumps at 14 convenience stores in the Fox River Valley
- After the legislature updated a statute early this year allowing DOC to recruit on billboards, several billboards have been used for advertising DOC career positions across the state
- DOC partnered with a law enforcement/security recruitment firm to provide an intense social media campaign and to host two virtual career fair sessions for Correctional Officers and Youth Counselors. Human resources representatives and other current DOC employees spoke to participants about the application process, training academy, hiring requirements and what a career with DOC is actually like
- Advertising has been highlighted on Brewers and Bucks television (Bally Sports & Telemundo), Brewer's radio, and iHeartMedia, broadcasting on nearly 20 radio stations across the state, digital streaming platforms, and the Total Traffic & Weather Network
- Pay increases for several classifications including a \$4 per hour add-on, in addition to a \$2 per hour add-on for security staff at maximum security institutions and a \$5 add-on for security staff at facilities with high vacancy rates
- Individual facilities have increased outreach efforts, working with technical colleges and high schools and attending career and hiring events
- Created and distributed recruitment fliers and postcards

Goals and Ongoing Initiatives

- Partnering with the U.S. Postal Service to use the Every Door Direction Mail (EDDM) program to spread the word about DOC's vacancies
- Working with Telemundo to run commercials during the 2022 World Cup
- Updating recruitment videos
- Spotlighting healthcare careers through trade-specific publications and sites

DIVISION OF ADULT INSTITUTIONS

DIVISION OF ADULT INSTITUTIONS (DAI)

DAI protects the public through the secure and humane treatment of Persons in our Care (PIOC).

Accomplishments

- Implemented several recruitment and retention strategies:
 - Local institution team recruitment efforts
 - Regionalized academies
 - Flexibility in scheduling through modification of policies and approval of pilot programs at a number of sites, including polo shirts as alternative uniform shirt
- Partnered with Camp Reunite, a program providing hope, healing and resiliency by strengthening the bond between children and their incarcerated parent through summer camp activities. Taycheedah Correctional Institution (TCI) hosted Camp Reunite in-person for mothers and children from June 27-July 1st (22 mothers and 31 campers attended). Kettle Moraine Correctional institution (KMCI) held its first in-person Camp Reunite in August, the first in-person camp at a correctional facility for men (29 campers and 17 dads participated).
- Events held at several facilities to celebrate treatment, educational and program graduations:
 - Wisconsin Women’s Correctional System: Parenting Inside Out
 - Green Bay Correctional Institution: Parenting Inside Out
 - Racine Youthful Offender Correctional Facility: Small Business Entrepreneurship Program
 - Robert E. Ellsworth Correctional Center: Computer Numerical Control
 - Marshall E. Sherrer Correctional Center and Felmers O. Cheney Correctional Center and Second Chance Pell through Milwaukee Area Technical College
 - Racine Correctional Institution: GED/HSED, vocational and Associate degree through Milwaukee Area Technical College
 - Waupun Correctional Institution: Trinity International University
 - Oshkosh Correctional Institution: MICA Program (MICA is a 28-week dual diagnosis program for individuals with co-occurring disorders of mental health and substance abuse)
 - Milwaukee Secure Detention Facility: Windows to Work
 - Sanger B. Powers Correctional Center: Industrial Maintenance
 - Earned Release Program and Substance Use Disorder Program completions were recognized at sites across the division

DIVISION OF ADULT INSTITUTIONS

Ongoing Goals and Initiatives

- Working towards providing more comprehensive and effective opioid use disorder treatment to the persons in our care as well as enhanced response to suspected overdoses
- Continuing development of Instrument for Custody Classification (IFCC)
- The pilot of the new IFCC with division-wide implementation is planned for 2023
- Implementing additional ways to detect the presence of contraband and reduce introduction into facilities to increase safety for staff and persons in our care

DIVISION OF COMMUNITY CORRECTIONS

DIVISION OF COMMUNITY CORRECTIONS (DCC)

The mission of DCC is to enhance public safety through the supervision of approximately 65,000 clients placed by the courts on probation, parole or extended supervision in the community.

Accomplishments

- Teamed up with DAI to host “2022 DOC MAT and Harm Reduction Conference – Understanding the Road Through Recovery”, created to increase learning opportunities for best practices working with opioid use disorders
- Released new Sex Offender Registry Portal, allowing registrants the option to register through mail or online
- Completed Narcan distribution pilot and Narcan distribution to all regions
- Seven clients completed the Cognitive Behavioral Intervention – Interpersonal Violence (CBI-IPV) program, the first treatment group to complete with DCC hired Treatment Specialists
- 47 new Correctional Field Supervisors were added to allow a 7:1 ratio of Probation & Parole agents to Supervisor
- Purchase of Goods and Services (POGS) created a [program guide](#) for all treatment programs offered to participants to address criminogenic needs and as risk reduction strategies
- DCC Administration began hosting Connect Share Chat (CSC) meetings to provide staff with additional support and discussion opportunities for difficult situations in their jobs

Goals and Ongoing Initiatives

- Combatting the opioid epidemic through Medication Assisted Treatment (MAT), Naloxone Boxes, Prescription Drug Monitoring Program, opiate history flag, fentanyl education and naloxone distribution
- Updating supervision practices regarding intimate partner violence, rescinding Domestic Violence handbook and inserting information into the Electronic Case Reference Manual (ECRM) to align with best practices

DIVISION OF JUVENILE CORRECTIONS

DIVISION OF JUVENILE CORRECTIONS (DJC)

DJC works to reduce delinquent behavior and promote safety for victims and the community.

Accomplishments

- Selected a location for a new Type 1 youth facility located near 76th and Clinton in Milwaukee
- The site was approved by the City of Milwaukee Common Council as a replacement for the current youth facility, a new building focused on providing trauma-informed and culturally responsive services
- Health Services Managers/Assistant Health Services Managers now accompany youth to offsite medical visits for support and advocacy
- Implemented DocuSign digital document signature program, improving the process for parent/guardian consents
- Window and LED lighting upgrades made to facility
- Maintained compliance with all aspects of the consent decree while adding “substantial compliance” findings
- Partnered with the National Training Institute on Race and Equity to provide advanced Implicit Bias Training to staff
- Partnered with Eubanks Mentoring for 1:1 and group mentoring with youth at the Grow Academy
- Youth Counselors started skill practice groups (Carey Guides, Brief Intervention Tools (BITS), Change Journals)
- Added new Hydroponics and Aquaponics system for school curriculum at Grow Academy
- Collaborated with Madison Public Library & Mindfulness Yoga to Increase Technology and Arts Programming at Grow Academy
- Began providing aftercare services for youth post-graduation

Ongoing Goals and Initiatives

- New Type 1 Facility in Milwaukee:
 - Completing final approvals of Clinton Ave. site, including public hearings and zoning approval
 - Completing facility design based on Clinton Ave. location
- Re-implementing Health Services Unit (HSU) education in a classroom setting
- Implementing new Behavior Motivation System (BMS)
- Providing ongoing support and coaching of Youth Counselor staff in new BMS system

DIVISION OF JUVENILE CORRECTIONS

- Increasing recruitment for treatment specialists, high-quality RN staff and an additional teacher
- Partnering with Pauquette Center to develop telehealth hubs in contracted community-based facilities
- Expanding Community Service opportunities for youth and increasing on-grounds employment opportunities and earned incentives for work hours
- Implementing Department of Public Instruction Employability Certificate Program

DIVISION OF MANAGEMENT SERVICES

DIVISION OF MANAGEMENT SERVICES (DMS)

DMS provides the analytical and operational services that support all agency policies, programs and service delivery initiatives.

Accomplishments (January 2022 - June 2022)

- Received and processed 2,397 public records requests
- Received and processed 1,559 medical information requests, 3,308 intake health care records and 2,615 released health care records
- Trained 137 DOC leaders and supervisors in Leadership Ops and trained 357 aspiring DOC leaders in Leadership Prep training sessions
- 108 Correctional Officers graduated from the Correctional Officer Pre-Service Academy and 100 Probation and Parole Agents completed Agent Basic Training
- Completed cross-divisional curriculum reviews for Youth Counselor Academy and Correctional Officer Pre-Service Academy
- Developed and deployed risk management training for supervisors
- Implemented an automated robotic prescription dispensing system at the DAI central pharmacy
- Installed medical technology infrastructure and software updates to support new Americans with Disabilities Act (ADA) compliant housing unit barracks at Oakhill Correctional Institution
- Upgraded technology in the Central Office Training Center to enhance staff professional development, and support remote and hybrid learning environments
- Outfitted six DAI sites with technology to support Department of Workforce Development job center access
- Installed networking, software and equipment for multiple educational trailers and Pell grant sites
- Provided an improved automated solution to support DCC agent and program staff with program placement needs of clients, as well as monitor location availability

Ongoing Goals and Initiatives

- Developing enhancements in the electronic medical records system, including e-prescribe functionality, batch scanning to allow conversion of paper records to electronic format, e-signature and an online portal for PIOCs/clients
- Working with the Reentry Unit to develop a system that allows for the sharing of specific case planning information with identified community providers
- Developing and finalizing the agency biennial budget request

